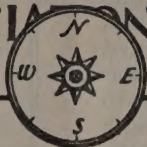


The COMPASS

AMERICAN ASSOCIATION OF SOCIAL WORKERS



January, 1942

The Philadelphia Dismissals:

A Statement from the Philadelphia Chapter

Issues in Maintaining the Public Social Services

Classification and Assignments

for Social Workers in the Military Services

Fellowships and Scholarships

Licensing in Puerto Rico

Volume XXIII

Number 2

AS this number of THE COMPASS goes to press, the National Board is meeting in Chicago. Chief among the items on its agenda are the report of the Executive Committee upon its special inquiry into the affairs of the Association, and questions of Association program. The Executive Committee inquiry was started last March and has taken more time than was anticipated since the committee's composition was changed in June and additions made to the materials it was to cover in its assignment. The committee has held eight two-day sessions. The complexity of the issues and the scope of the study have been responsible for delays in completing a report that has assumed voluminous dimensions. It is expected that the Board will promptly communicate its actions on the report to the Association and its plans for the resumption of national program and for the Delegate Conference.

REGISTER WITH THE ROSTER

More than half of the 18,000 social workers whose names were cleared by the Association and submitted to the National Roster have filled out and filed the check list, but the government is eager to have further registration from those eligible to file roster check lists.

Names from the roster have been used by several government departments, when the civil service registers do not provide for the needed selections. There are special needs for social workers with specialized experience for various administrative positions and in particular fields of work.

The roster is under the joint jurisdiction of the United States Civil Service Commission and the National Resources Planning Board. After a list of several professional associations and school graduates had been worked out with those government agencies by the AASW and several other agencies, social workers who were eligible were notified of this fact.

Reprints of Fellowship List

Reprints of the list of social work fellowships and scholarships appearing in this issue of THE COMPASS will be available at the national office at 15 cents per copy. The reprint will include some fellowships and scholarships omitted from THE COMPASS list because filing dates for them were past.

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The Philadelphia Dismissals

A statement from the Philadelphia Chapter on the Dismissal of Fifty Employees by the Philadelphia County Board of Assistance

THE dismissal of fifty employees of the Philadelphia County Board of Assistance, came as the climax of a long series of episodes indicating maladministration in the Department of Public Assistance. As early as October, 1940, the Philadelphia Chapter became actively interested in the situation following a direct request from the State, County and Municipal Workers of America, local 46, which came close on the heels of resignations of several members of the Association from key positions in the agency. After an investigation by a fact finding committee of three, the Philadelphia Chapter agreed that serious professional issues were involved. The Committee concluded that the administration of the Department was obviously unsound and that this condition was affecting both staff morale and client service, as well as public confidence in the set-up; that the situation called for citizen action similar to that which had brought the public assistance program into being.

The Committee recommended:

1. That the Chapter act to stimulate such activity;
2. That such organizations as the Council of Social Agencies, the Public Charities Association, the Merit System League, the American Association of University Women, the League of Women Voters, be enlisted in this behalf;
3. That the Chapter not go directly to the Director of the Department of Public Assistance, or the Board, but rely upon the efforts of the Citizens' Committee to make this contact when desirable.

Following the acceptance of this committee's recommendations, a special committee prepared a memorandum, listing four points on which evidence of maladministration had been received:

1. Violations of the merit system in appointments, promotions and demotions;
2. Competent and experienced employees driven from the service and replaced in many instances by inexperienced and unqualified persons;
3. Continual disregard of regular lines of authority and responsibility within the organ-

ization; usurpation of the functions of supervisors and department heads by specially designated employees enjoying the personal favor of the executive;

4. Frequent costly and ineffectual experiments, without regard for past experience or the advice of responsible staff members, without setting up adequate tests of results, and with the consequent necessity for numerous wasteful reversals of policies and procedures.

This memorandum was presented by the Chapter to the Citizens' Committee, where there was considerable discussion—feeling on the part of some that we should not act without more facts; feeling on the part of others that their agency connections did not permit them to participate in such action. Representatives of six organizations signed and sent a letter, on March 31, 1941, directed to the Philadelphia County Board of Assistance, requesting it, in view of the statements in the memorandum, to undertake an investigation of operations of its Executive Director. A copy of the letter was sent to the State Department of Public Assistance, requesting that it take such action as seemed warranted by the circumstances. There was considerable correspondence with the Philadelphia County Board, in which the Board asked the Citizens' Committee for specific names and situations, the Board taking the position that charges were being made against the board, though the Chapter had indicated clearly that this was not the case. The Chapter and Citizens' Committee continued to urge that the Board take responsibility for its own full investigation of the facts, since knowledge of only isolated instances was available to outside groups. Members of the Citizens' Committee and of the Chapter were ready to meet with the County Board as a part of such an investigation, but the Board did not call upon either group, though never definitely refusing to do so.

On October 20, 1941, 36 employees of the Department of Public Assistance were dismissed without preliminary notice. Supervisors were not aware of the proposed dismissals. Some workers learned of it first through seeing their names published in the

newspapers. Among the 36, there was one member of the Philadelphia Chapter. Shortly afterward, 14 other employees were dismissed, making a total of 50. Employees were dismissed on one or more of the following general charges:

1. Political activity;
2. Activity in subversive organizations;
3. Coercion and intimidation of other employees.

On October 24, 1941, the Chapter released a statement to the press, questioning the procedure in relation to the dismissals, withholding judgment as to the particular merits of each case until the facts were available. This statement received little space in the press. Copies were sent to the Executive Director of the Philadelphia County Department of Public Assistance, to the Secretary of the State Department of Public Assistance, and to the Social Security Board. The Executive Committee voted to have official observers present at the public hearings and this has been carried out consistently. The Chapter has also been constantly in touch with the State Department of Public Assistance, and with the Social Security Board, in an effort to invoke the proper powers and responsibilities of those official supervisory agencies in behalf of sound administrative procedures. Neither agency has yet found an acceptable basis for such action.

The program of the Chapter meeting for November 20, 1941, was changed to devote this meeting to a full discussion of the matter. The Chapter's action to date was reviewed, the recent problem discussed thoroughly. A contribution from the treasury was voted to pay a share of the transcript of the evidence for which the State, County and Municipal Workers of America, local 46, had assumed responsibility, in order to give the Chapter free access to all the testimony. In addition, a substantial collection for the union's defense fund was taken up. Many members contributed individually prior to and following the meeting.

The Chapter, as well as other citizens, has been deeply concerned with the procedure involved in these hearings. In the first place, regardless of the outcome, it is outraged by the terms of a law which permits review of a public assistance board's personnel practice by a "review committee" appointed by that board itself. Without reflecting on the attitudes or capacities of the "review committee" itself, the Chapter is disturbed at the further

loophole in this law, which permitted the review committee to be enlarged from five to twenty-three, after the cases were filed for hearing. The Chapter is disturbed by the latitude given to the prosecution in fostering prejudice against all the appellants at the very beginning, by a procession of witnesses picturing the dangers of "communist activity," before any individual appellant had been connected with any "subversive" organization whatsoever. The enormous threat to the merit system in such procedures is obvious. The Chapter feels that when the hearings are over, there will still remain these questions, as well as the general charge of maladministration, on which the Chapter will have to take action.

There is strong feeling that this episode has more than local implications, and that it affords an occasion for renewed effort by professional workers everywhere to stem the tide of arbitrary violation of decent personnel practice in public agencies, whether under the guise of a patriotic purge of "subversive elements," or "anti-unionism," or any other motive that supplants the principle of professional competence as the basis of employment.

Meantime, the hearings continue. Many of the workers who were dismissed are still unemployed. The union, to which most of them belonged, is shouldering a heavy load of expense in their defense, and funds are low.

Saul Hofstein in the United States Signal Corps at Fort Monmouth, New Jersey, is a new member of the Association, admitted since joining the Army. He expressed his opinion of a professional membership, under the circumstances, as follows in a recent letter:

I was indeed proud to receive notice of my election to the AASW. To me that represents the culmination of years of striving under difficult circumstances. It has a particular meaning at this time in view of my present status in the armv. The presence of that card in my pocket provides me with the assurance that I am not alone in my work here—that through it I am connected to the many workers who are striving to uphold and further develop the standards which have come to mean so much to me. . . . I shall strive to adhere to its (the Association's) values and contribute whatever I can to its development. It is hard to express my feeling at thus being able to take my place in a profession which has so great a role to play in the coming years.

Issues in Maintaining the Public Social Services

The battle over governmental social services has been sharpened in recent weeks in Washington. The principle issue is whether or not social services are to be recognized as essential war time governmental responsibilities or whether they will be reduced or abandoned as inessential.

Recommendations that very large cuts be made in provisions for WPA, NYA, CCC, FSA and other governmental programs were made the basis for a report presented by Senator Byrd of Virginia for the Joint Committee on Reduction of Nonessential Expenditures. Sharp issue was taken with the report by Senator La Follette of Wisconsin who differed in principle as well as policy. President Roosevelt in his budget message reaffirmed his earlier adherence to retention of social services although suggesting reductions in appropriations in several quarters.

The issues involve some of the same officials and agencies, in familiar roles, and local and state struggles for recognition and support of social services. Opposition bases its argument on new urgencies of war measures, less need because of industrial recovery and the demand for man power, and on the familiar grounds of the necessity to keep costs down. Senator La Follette has pointed to the facts of continuing needs and has emphasized, as has the Association, the particular importance of social services because of the war. He said:

To me, the conclusion is inescapable that almost the full impact of the recommendations of the majority of the committee would, if enacted, fall almost entirely on the very lowest income groups among our population. This action would be unwise in time of peace; confronted with total war which may be of long duration, I regard it as a grave error in policy. . . . To accept the report of the majority of the committee will shake the confidence of millions of people that the sacrifices of war are to be equitably apportioned among all sections of the population.

Inspected from the practical viewpoint of those in a position to view actual results of drastic cuts, several questions are noted, and social workers may be counted on for evidence when these issues are up in the form of legislative measures. There are differences in the way industrial revival applies

to individuals. There are also differences in various parts of the country. Official estimates have been made that fifty per cent of the new jobs in 1942 will be located in six states. There are differences in effect depending on the previous adequacy of the programs in question, and still others in relation to the composite of social services available in different places.

The Association is already on record as favoring strong support of social services as defense and war time measures. The social services symbolize this nation's concern with the welfare of the individual, a principal issue in the world struggle. They are also a necessary means of safeguarding the country and making it possible for it to engage in full scale war effort.

Classifications and Assignments for Social Workers in the Military Services

Correspondence indicates that most social workers inducted into military services are interested in using their experience, and both the Association and federal authorities have recognized the need for working out plans by which social work experience can be made useful to the armed forces. Attempts have been made to work out with the military and naval authorities special classifications to which social workers would be assigned as they are inducted into the Army and the Navy. So far no automatic plans have been worked out, and there are many problems for further work, both on definitions as to the kind of uses to which social work experience could be put and as to the differences in experience and training of the social workers who are inducted. However some members of the Association who are corresponding with the national office from their camps, have found positions in which they feel that their skills are being used. These positions include interviewing in the Classification and Assignment Units, research and statistical work, psychological testing, recreational work, assistance to the chaplains and to the Special Services Branch of the Army.

The authorities working on this problem find that the best advice they have to offer to social workers who are being inducted is

that they record in their induction interviews, in as clear detail as possible, their social work experience. This information should be given as functions and activities rather than as job titles, and might include experience in working with family problems; recreation; entertainment; interviewing and employment experience; psychological testing; studies and research; management; administrative and financial experience; and the like. If adequate information is given for classification there is the possibility that these skills will be used as opportunities develop, though there is of course no guarantee of this.

Our correspondents have had various assignments, such as to the chaplain's office, the Special Services Branch of the Army and the Navy, the personnel officer, the replacement

training center, psychological and medical services in the military hospitals, welfare officer, athletic officer, Red Cross, service clubs, and U.S.O. As opportunities present themselves it is well for social workers to acquaint these service organizations and departments with their experience.

The subcommittee of the Committee on Government and Social Work (see report in the November COMPASS), will be interested in hearing from members in service about their experiences with the view of broadening the advice and suggestions which may be given to other recruits. Such members who are interested can reach this committee through the national office. The committee also requests correspondence from members who are in Red Cross or U.S.O. positions.

The Choice of New Orleans for the National Conference of Social Work

The letter printed below is addressed to members of the AASW by Lillie Nairne, President; Stella Weber, Secretary; Julius Goldsman, Mary Raymond, Eva Smill, Elizabeth Wisner, Azelie Ziegler of the New Orleans Chapter:

The New Orleans Chapter of the AASW has taken cognizance of the questions being raised among social workers over the choice of New Orleans as the next meeting place for the National Conference of Social Work and takes this opportunity to address Association members on this matter.

The invitation to the Conference was extended by a local group after more than two years of study and thought about the special problems inherent in holding such a meeting in the deep South. Responsible representatives of the Negro press, the hospital and the universities, the local branches of the Urban League and the National Association for the Advancement of Colored People, members of the various religious groups, executives of the Community Chest, Council of Social Agencies, and many public and private agencies signed the invitation with the expectation that a meeting of the National Conference would contribute something towards the solution of welfare problems throughout the South.

Since the Conference last met in New Orleans in 1920 large numbers of social workers have been recruited to the public welfare programs in the southern states and many private agencies and institutions have greatly improved their personnel standards. While the executive group is usually well

represented at national conferences regardless of the place of meeting, many staff members have been unable to attend and for them the New Orleans Conference will afford the first opportunity they have had to profit by the conference.

Members of the chapter are not unmindful of those conditions in the South which make many members of the Conference reluctant to meet here. There is racial discrimination, wages are low, trade union organization is relatively weak, and the standard of living for many persons falls below any reasonable minimum of decency and health. This area has been designated as Economic Problem Number One of the nation and as social workers we know that economic conditions influence the lack of opportunity for many citizens and increase prejudice towards a minority in the population.

At the same time we feel considerable pride in the strides taken in New Orleans and throughout the State in the development of our public social services since 1920. Figures recently released by the U. S. Children's Bureau covering the 1940 expenditures for health and welfare services in 34 urban areas show that the per capita expenditures, including federal, state and local funds, was \$31.79. For New Orleans the per capita expenditure was \$32.53, or slightly above the average for the 34 cities, and the highest of any southern city. In addition, approximately \$28,000,000 is being expended on public housing and the six units which have been completed provide a total of 4,981 units

of which 3,053 are for Negro families and 1,828 for white families. The chapter also takes pride in the professional standards maintained by the state and local departments of public welfare and in the large public hospital and the degree to which social work leadership has contributed to these standards.

Special handicaps face minority groups elsewhere in the United States—poor housing, inadequate child welfare services and unequal opportunity for employment in defense industries. It is our hope that all problems which confront the nation so acutely at present will be freely discussed at the next Conference and that all of us may benefit from these discussions. Now that war has come it seems more important than ever that understanding and good will should prevail at the New Orleans Conference. We urge that the members of the American Association of Social Workers attend and we shall welcome you individually and collectively.

"Unquestioning Support"

At the request of Mr. Pray, Chairman of the Executive Committee, a letter addressed to him by Mrs. Elinor Snethen of the Pittsburgh Chapter is printed below along with his reply. The passage referred to by Mrs. Snethen ran: "Meantime the AASW must represent the profession of social work in the national emergency. It must be able to draw fully on all its resources. The membership and the chapters are urged to give the Association and all its forces their unquestioning support."

Mrs. Snethen wrote:

It is only commonplace that when one individual profoundly respects another, the discovery of a sharp difference between the two causes concern and a need for clarification—on the part of the one aware of the difference. So it is with me in my need for clarification regarding your statement in the November 1941 COMPASS to all members of the AASW.

It is hard for me to understand why you urge "unquestioning support" of the Association upon the membership. "Unquestioning support" would seem to be of negative value in any self-determining group. Its implications are unpleasant, suggesting thoughtless and sheeplike following. It would seem to me that if there is anything that the AASW doesn't need it would be "unquestioning support." It does need to welcome more and better questions from all its membership if it is to increase or to hold intelligent participative support. Perhaps I am quite wrong but the essence of leadership seems to me to be the capacity for using the best abilities of the followers in a direction mutually determined.

In asking for support but no questions, the AASW leadership seems strangely like a parent at his wit's

end with his offspring who finally says, "Don't ask me why it's right because I am your father and I tell you it's right."

My task at this point is to find whether the philosophy of the AASW is compatible with my own convictions as a member of the organization and a practitioner in the field of social work. That philosophy is of much more importance to my thinking than is any formal report. "Unquestioning support" is an appurtenance of a kind of leadership I do not follow. I feel sure that the AASW's philosophy and my own can't be as divergent as a request for "unquestioning support" might indicate.

I know that you are far too busy to reply to such a sentiment as this but I do think that you are entitled to it because of my respect for what you have given to the field of social service.

Mr. Pray answered as follows:

I sincerely appreciate your candid and thoughtful letter of January 26, and I must reply equally frankly that I agree heartily with every syllable of your condemnation of sheeplike or childlike support of either management or leadership of the Association. In view of the interpretation you have placed upon my plea for "unquestioning support" of the Association, I wish I had been more discriminating in the choice of words. In my haste to get a message to the members, conveying my sense of the urgency of getting the Association back to work on a positive program, I did not realize the possibility of such an interpretation.

By asking "unquestioning support," in the context, I intended to ask members for their full confidence in our determination to deal fairly and fearlessly with pending issues and to urge members, meantime, not to allow suspense and anxiety to prevent their active and wholehearted use of the organization for the attainment of appropriate professional ends.

Your letter, with its clear expression of personal responsibility for making the Association a truly democratic and truly efficient agency for the advancement of professional standards and service, is, in itself, a heartening evidence of the strength that underlies the Association's structure and program, in the standards of its individual members. With your permission I would like to suggest to Mr. West the use of your letter and my response in an early COMPASS, in order to illustrate that basic strength, as well as to clear up in others' minds the misunderstanding which my hasty words may have created.

TESTIMONY FOR FEDERAL GRANTS FOR GENERAL ASSISTANCE

A special three day hearing was held in Washington in January by the Tolan Committee to add to the testimony previously collected. Several members of the Association were among the witnesses at the hearing, and the Association was also given opportunity to file a statement for the hearing record. Based on previous actions by the Association, on testimony given before earlier hearings, and on work of the Committee on Government and Social Work, a statement was sent for the record of the hearing part of which was as follows:

The American Association of Social Workers has submitted letters repeatedly over a period

of years as to the need of strengthening the present system of social services by providing federal grants to states for a general assistance program. None of the objections to this needed addition has been opposed on the ground that states and local governments are not required to give such assistance and the need for such assistance on the part of individuals is proven beyond a doubt by facts and figures. From the practically unanimous testimony which we receive from administrators of public welfare programs and from practicing social workers, it appears that the present lack of federal aid is a great handicap to the obligations now carried by state and local governments because the federal support for other services puts general assistance under invidious disfavor. Furthermore, the testimony shows that the lack of federal support for general assistance handicaps the administration of the services which the federal government does already support because state and local governments, in many cases, do not fill in the gaps between these services with proper measures of their own.

This Association has also urged that such a general assistance program should be applied without residence restrictions or other artificial or inappropriate disqualifications. Public re-

sponsibility means that the existence of need is a problem for the public as well as for the individuals concerned. Therefore, the benefit to be derived from measures which deal with the need of individuals is a public and social benefit and inappropriate restrictions or disqualifications work to the disadvantage of the public interest as well as to that of the individuals directly concerned.

A platform on interstate migration has been drawn up by a special committee of the National Conference of Social Work. The report of the committee relates the general problem of migration to the special problems created by defense and wartime industrial changes. Federal grants to states for general relief are advocated on a plan which includes the principle that eligibility should not depend on settlement or residence requirement.

Philip E. Ryan is chairman of the committee and Myron Falk vice chairman. Copies of the report may be obtained from Mr. Falk, Box 1362, Baton Rouge, Louisiana.

THE LICENSING LAW FOR SOCIAL WORKERS IN PUERTO RICO

Social work in Puerto Rico has had a rather unique and interesting development. From its inception in the early twenties the profession attained public acceptance. Welfare programs have been instituted, at an extraordinary pace, in four of the seven departments of the Insular Government. Probably the most interesting event in the growth of the profession was Act No. 41, approved by the Insular Legislature in May, 1934, "to regulate the practice of the profession of social work in Puerto Rico; to create a Board of Examiners of Social Workers and for other purposes." This Act authorized the granting of permanent and provisional licenses to persons meeting some specified requirements. Licenses were granted by virtue of this law to social workers trained in recognized schools of the United States and in the University of Puerto Rico. Licenses were also granted to a few persons having held satisfactorily, for two or more years, the position or office of social worker in any department of the Insular Government, regardless of their academic and professional preparation. Thus, in the same manner as for other professional groups in the island definite standards were set for the practice of social work.

After a while, however, the social workers of Puerto Rico were not satisfied with the norms set by Act No. 41 of 1934. The dis-

satisfaction coincided with the fact that one of the professional associations, the Insular Society of Social Workers, wanted all social workers to join it. The majority of the licensed social workers, led by a group demanding immediate changes in the legislation, favored a new law, which was approved on May 11, 1940.

The various purposes of this law, Act No. 171, were to repeal Act No. 41 of 1934; to set new standards for granting licenses for the practice of social work; to abolish existing groups of social workers, The Insular Society of Social Workers and the Puerto Rico Association of Trained Social Workers; and, most important of all, to establish the College of Social Workers.

The College, as the law specifies, is a quasi-public corporation charged with the responsibility of protecting its members. The sort of protection to be given is not defined in the statute. It is of special importance that the College has been guaranteed stable economic support which no organization on a voluntary basis would hope to attain. Any practitioner in the island must, by force of law, belong to the College as, according to Section 3, "after the first meeting of the board of directors of the college is held no person who is not a member of the college can practice the profession of social work in

Puerto Rico, and if any person should so practice, he shall be subject to the penalties provided in Section 19" of the law. Thus, a person may hold a license and be otherwise qualified to practice social work in the island, but unless he pays regularly the fees set by the College, he is barred from rendering services. If he does so, he will be convicted of a misdemeanor, and "shall be fined not less than one hundred (100) dollars or shall be imprisoned for not less than two (2) months, or shall suffer both penalties."

Both laws, the repealed Act No. 41 of 1934 and Act No. 171 of 1940 vested the power to issue licenses in a board of examiners of social workers. Under Act No. 41 of 1934 the Board was composed of five members, three of whom were recommended by local professional groups. The remaining two were selected by the Insular Commissioners of Health and Labor, respectively. Act No. 171 does not require any qualifications for members of the Board of Examiners. It only states in its Section 5 that the Board "shall be composed of seven members to be appointed by the Governor of Puerto Rico, by and with the advice and consent of the Senate, for a period of four years, and until their successors are appointed and qualify." It has been fortunate that the members appointed thus far have been social workers. It would be a serious matter if a Board that is to pass judgment on the academic and professional equipment of social workers were to consist of lay people totally ignorant of our profession or even at the service of a political machine.

In addition to granting licenses the Board of Examiners is charged with the power to cancel them. The law does not make clear what constitutes the violation of professional conduct which may justify cancellation of a license. Such discretion is dangerous if vested on a Board composed of uninformed members, or unscrupulous politicians, and it would seriously endanger the security of social workers. Even if unethical, unprofessional conduct were clearly and specifically defined in the law, the fact that persons who are not social workers may become members of the Board is a matter for deep concern and serious consideration. It should be remedied in future legislation.

Act No. 171 of 1940 continued the practice of granting provisional licenses to social workers. The lowest requirement for a provisional license is stated in Section 9, Article 11—"To hold a bachelor degree from a recognized university, with a major in Social Work." Permanent licenses are granted to

persons meeting any of the following requirements: "Section 8, Article 1.—To hold a degree of bachelor from any recognized university or college and to have in addition two years of post-graduate studies in social work, or its equivalent in credits, and a social work certificate or diploma." "Article 2.—To hold a degree of bachelor from a recognized university or college, and have at least one year of post-graduate studies in social work, or its equivalent in credits, and to have, in addition, two years of satisfactory experience as social worker in a recognized social-work agency." "Article 3.—To hold a degree of bachelor from a recognized university or college, with a major in social work, provided the minimum of credits in social work is 30, and to have in addition three or more years of satisfactory experience as a social worker in a recognized social-work agency."

The repealed Act did not provide punitive measures to be exercised against persons who practiced social work unlawfully. The new law safeguards the profession against unqualified practitioners. (Section 19.)

One interesting step taken by Act No. 171 of 1940 concerns the status of social work assistants (aides). Section 11, paragraph 2, provides that "every person who, when this Act takes effect, is working in any department of the Government, or in a public institution, as assistant to a social worker, shall continue to hold his position without being in the least affected by the provisions of this Act, and shall be subject to the regulations of the department or institution in which he may be rendering his services."

The new law also introduced a definition for the job of the social worker which, though broad when specifying who are the recipients of service, is narrow in the description of the scope of activities which he is bound to perform. The creation of social resources, the promotion of favorable legislation, the organization of the community for social work purposes, the research work necessary for social planning are not included in the Act as functions of the social worker. (Section 12.)

The law as it stands does not give the Board of Examiners any authority for determining professional requirements for licenses. Its responsibility is limited to interpretation of the law and to issuance or cancellation of licenses. Unsuccessful attempts have been made to get the Insular Legislature to lower the standards of the profession.

CELIA N. BUNKER, Vice-chairman,
Puerto Rico Chapter, AASW.

ONE CHAPTER'S PROJECTS FOR DEFENSE

The Westchester County Chapter has undertaken two defense projects in response to a request made of it by local civilian defense and public welfare officials.

In January the Chapter undertook to conduct an institute on the techniques of disaster relief. Four two-hour meetings were planned, to be held at weekly intervals. All social workers of the county were invited to attend. It was announced that in order to facilitate teaching and discussion the initial group would be limited to the first 100 persons applying. More than 300 applications were received, making necessary the setting up of two additional sections to accommodate the overflow.

The purpose of the institute was stated as follows:

"In the event of an air raid or other disaster affecting Westchester communities directly, or causing the evacuation of neighboring communities into Westchester, the social workers of the County would be called upon to render a type of service for which most of them have had little if any preparation. As those who have served the Red Cross in peace time disasters know, there are special techniques for the special problems of disaster situations. If social workers are to be prepared for what may lie ahead of them, they must have some understanding of these special techniques before disaster arrives. The Chapter has agreed to sponsor a series of meetings to acquaint social workers with these basic problems and procedures."

The instructor for the course was Mrs. Margaret A. Lewis, regional representative of the disaster relief division of the American Red Cross. Assisting were Paul Thorne, also of the Red Cross, who spoke of his European experiences; Ruth Taylor, Westchester County Commissioner of Public Welfare; and several local workers who had participated in domestic disaster relief operations in recent years. No charge was made for the course, all expenses being met by the chapter. Richard Gould is chairman of the chapter.

The second project is a county "roster" of social workers. Not only has the committee undertaken to list and classify all the personnel with social work experience and training but it has canvassed some of the agencies on which would fall responsibility for social services in emergencies, to determine the

services that might be rendered by them and what assignments they might assume.

While the project has not been completed the chapter reports that some use has been made of the roster file by war agencies. It was also found that the study uncovered much more social work personnel in the county than had been anticipated. The committee developed and used a list of several resources for finding names of social workers or ex-social workers in the county.

Members of the chapter committee are Leota G. Norton, Chairman, Mrs. Margaret Bowering, Mrs. Christine Haus, and Helen Herrick. The committee acknowledged clerical assistance provided by agencies and volunteer help from chapter members and others.

RESTRICTIONS ON TIRES AND AUTOMOBILES

Drastic reconsideration of present transportation policies is likely to be required of public and private agencies in rural or suburban areas which have made use of automobile transportation in their work. This has become more certain as the successive priority rulings on tires and automobiles have emphasized the restrictions that will govern replacements of those facilities in the next few years.

Inquiries by the Association disclose that organizations for public health and safety, along with those engaged in war production, and a few others are allowed to purchase tires, tubes and cars by the priority ruling. Some interpretation may be made to include certain social service activities considered essential to public health and safety. The restrictions are not wholly by classification, however, but apply also to the needs in the specific instance in each case, and in all classifications except direct war services the rulings are intended to limit sales to cases in which the needs cannot be met by any other devices.

The possibility of pooling transportation facilities available to various local public services, including the welfare services, are being considered as one way of meeting impending shortages. This would in itself put limitations on the customary use of automobiles but it is likely that in some jurisdictions further efforts will be made to revise the methods that have been employed in the past.

Social Work Fellowships and Scholarships

THIS list is compiled annually by the AASW as a method of bringing scholarship opportunities to the attention of those who might be interested and qualified to apply for them. Information in regard to scholarship offerings in the member schools of the Association of Schools will be found in the list, together with some which are offered elsewhere.

The schools report that the number of applicants is always greatly in excess of the available scholarships and that an exceptionally good academic record as an undergraduate, plus evidence of the applicant's qualifications for the field of social work is essential in securing a scholarship. An undergraduate major in one of the social sciences is required in some instances and when experience is required for certain scholarships, this must have been of superior quality. There are ordinarily no geographical limitations in applying for scholarships and the schools report wide distribution in applications received and scholarships awarded.

I. AMERICAN ASSOCIATION OF SCHOOLS OF SOCIAL WORK

1—Atlanta University School of Social Work, Atlanta, Ga.

SCHOLARSHIPS AND FELLOWSHIPS 1942-43

Several tuition scholarships available to qualified students offered by the School.

One tuition scholarship offered by Alumni Association of School. (This is really a loan fund which the recipient repays after graduation.)

2—Boston College School of Social Work, Boston, Mass.

SCHOLARSHIP 1942-43

Scholarship of the Particular Council of Boston, Society of St. Vincent de Paul. A two-year scholarship will be available in June, 1942, covering \$300 tuition costs for each academic year. Candidates for the scholarship must comply with the regular admission standards of the School as well as certain requirements specified by the Particular Council of Boston. The scholarship is limited to men of the Catholic Faith and residents of greater Boston. Application should be filed not later than April 30, 1942.

3—Boston University, Boston, Mass. School of Social Work.

SCHOLARSHIPS 1942-43

Three Tuition Scholarships—\$300 each. Awards are made on the basis of scholarship and probable efficiency in social work.

Two Assistantships—\$300 each, applicable toward tuition. Award is made on the basis of special abilities.

In addition, the school offers a limited number of loans. Applications should be made not later than May 15, 1942.

4—Buffalo, University of, Buffalo, N. Y. School of Social Work.

SCHOLARSHIPS AND ASSISTANTSHIPS 1942-43

Working Assistantship in social work open to college graduates on a competitive basis. Provides \$350 (tuition to be paid from this appropriation). Open only to second-year post-graduate students.

In addition, the income from a \$1,000 fund is available as a prize to pre-social work students taking their B.A. in the Department of Sociology.

5—California, University of, Berkeley, Calif.

SCHOLARSHIPS 1942-43

James Denman Scholarship is open to women students, graduate or undergraduate, of the University of

California preparing to enter upon some municipal or quasi-public employment, having in view the systematic regulation, care, and fostering of the recreation of young people in large cities.

A few teaching and field work assistantships, at rates of remuneration ranging from \$162.50 to \$600 are available for students who have completed, with distinction at least one year of graduate study in social work. Applications should be made to the Department of Social Welfare, by May 1, 1942.

Small loans are obtainable from the general University loan funds, the Chickering Loan Fund, and the Social Service Curriculum Alumni Loan Fund.

6—Carnegie Institute of Technology, Pittsburgh, Pa. Margaret Morrison Carnegie College.

SCHOLARSHIPS 1942-43

General scholarships offered in the undergraduate curriculum are listed in the Margaret Morrison Carnegie College Bulletin and are open to any qualifying student pursuing the pre-professional course.

While scholarships are not available to students upon entering the professional curriculum, the Department offers two Graduate Assistantships of \$250 each to second-year students.

Two resident scholarships in a state hospital are available to second-year students wishing to major in psychiatric social work, and some agency fellowships in Pittsburgh are also available to qualifying second-year students majoring in case work or group work.

7—Catholic University of America, Washington, D. C. School of Social Work.

SCHOLARSHIPS 1942-43

The following scholarships will be available in the academic year 1942-43 to students who are acceptable to the local agency, and who meet the qualifications for admission to the School of Social Work.

1. One and possibly both of the two full scholarships offered by the Society of St. Vincent de Paul in St. Louis.

2. One scholarship offered by the Society of St. Vincent de Paul of New York City.

3. One full scholarship, made available by Right Reverend Monsignor R. M. Wagner, Director of Catholic Charities of Cincinnati.

4. A number of internships offering maintenance in institutions in the District of Columbia for a prescribed number of hours of work.

The School of Social Work has the privilege of referring qualified students to a national foundation which provides non-interest-bearing loans to graduate students within one year of the degree.

Applications for scholarships must be submitted to the Dean on or before *April 1, 1942*.

8—Chicago, University of, Chicago, Ill. School of Social Service Administration.

FELLOWSHIPS 1942-43

Two university fellowships carry stipends of \$600 and \$750 from which tuition fees must be paid. They are available for students who have completed at least two years of graduate work in social service and have had experience in social work.

A special fellowship fund founded by the alumni of the Chicago School of Civics and Philanthropy yields approximately \$700 biennially and is usually awarded to a candidate who has already had experience in social work, and who has completed part of the School's program.

The Grace Abbott Fellowship in Public Welfare Administration. A Public Welfare Fellowship of \$1,000 for the academic year 1942-43 is again offered by the national Delta Gamma fraternity in honor of the public services of Grace Abbott, who was a member of Delta Gamma when she was a student at the University of Nebraska. This fellowship is open to any woman graduate of an accredited American college or university and may be used at any accredited school of social work, but it is restricted to candidates who have been employed in the public welfare service and who plan to return to the public service. The fellowship will be awarded in May, 1942, by a committee of Delta Gamma alumnae of which Mrs. Arthur H. Vandenberg, of Grand Rapids, Michigan, and Washington, D. C., is chairman. Application blanks may be obtained from the corresponding secretary of the committee, Mrs. Florence H. Blanchard, 2573 Van Dorn Street, Lincoln, Nebraska. Applications should be filed not later than *April 1, 1942*. Any applicant who filed for the 1941-42 Fellowship and who may wish to apply again should send for a second application form, but any material filed last year is still available in the files of the committee.

The Leila Houghteling Fellowships and Scholarships range from tuition fees to the sum of \$600 a year, depending upon the student's assignment. They are available only to those candidates who have completed a substantial amount of professional work (including field work) in the School of Social Service Administration.

The Commonwealth Fund Fellowships—For several years the School has received from the Commonwealth Fund an annual grant for special fellowships in psychiatric social work. These scholarship grants are usually awarded to students who have already completed not less than two quarters of work in the School, and who are planning to remain to complete the two-year program leading to the degree of Master of Arts.

SCHOLARSHIPS 1942-43

A few graduate service scholarships and half scholarships are available, carrying stipends which cover only tuition or half tuition and carry a service obligation of ten (or five) hours a week. Information concerning these scholarships may be obtained from the Dean of the School.

A few Hannah Solomon Scholarships carrying tuition are granted by the National Council of Jewish Juniors.

The La Verne Noyes Foundation provides tuition scholarships for deserving students who have served

in the Army or Navy, or who are descendants of any one who served in the Great War.

The Helen M. Crittenden Loan Fund, the Leila Houghteling Loan Fund, the Sidney Teller Loan Fund, the James Leake Loan Fund, and the Alumni Loan Fund are available for small loans to students who have already completed one or more quarters of work.

All fellowships and scholarships are available only to graduate students with good scholarship records in the colleges or universities attended and when experience is required, evidence must be submitted showing that this has been experience of superior quality indicating promise of further development and a future contribution to the field.

9—Denver, University of, Denver, Colo. Department of Social Work.

SCHOLARSHIPS AND ASSISTANTSHIPS 1942-43

General university fellowships, scholarships and loan funds are open to students in this Department. (See University Year Book.)

The Denver Chapter of the American Association of Social Workers provides a loan fund to a student of the Department, selected by a committee of the Chapter in consultation with a member of the faculty of the Department. This is available to students who have completed satisfactorily one or more quarters of work in the Department.

The James T. Tunnell, Jr., Loan Fund, a memorial to a former student, member of the faculty and social worker of Denver, and the Gladys Mead Scholarship and Loan Fund, established by an alumna of the Department, are available upon application to the University Loan Committee.

There are also several student assistantships, approximately \$125, paying half-tuition, for students who serve as assistants in the Department.

10—Fordham University, New York City. School of Social Service, Woolworth Bldg., N. Y. C.

SCHOLARSHIPS AND LOANS 1942-43

The Margaret Cummings Haney Scholarship, and the *Adelaide McNamara Scholarship*, provide part tuition for students who have completed at least one semester's work at the School. The *Elizabeth Cady Memorial Fund* is also available for small loans to students who may need supplementary aid. All awards are based on the applicant's school record and financial circumstances. Applications should be made in writing and addressed to the Regent. No fellowships are offered by the School.

From external sources, two of the co-operating agencies, namely, The Catholic Home Bureau and Catholic Charities of Brooklyn, have in the past several years provided scholarships and fellowships for students who first meet the school admission requirements and are accepted by the school.

Eight scholarships are ordinarily offered to first-year students, who are residents of Brooklyn, by the Catholic Charities of Brooklyn, and eight fellowships to second-year students, who are residents of Brooklyn.

The Catholic Home Bureau has adopted the policy of offering four fellowships each year to second-year students. Inquiry regarding either of these agency scholarships should be made at the School.

One scholarship is offered during 1942 to a member of the staff of the Department of Welfare, New York City, candidate to be selected by the Department and to meet school admission requirements.

11—Indiana University, Indianapolis, Ind. Training Course for Social Work.

SCHOLARSHIPS 1942-43

Amos W. Butler Memorial Scholarships available to advanced students in public welfare administration.

Katharine Holliday Daniels Memorial Loan Fund, loans without interest to advanced students preparing for group work or allied fields.

Institutional Maintenance Scholarships for advanced students in selected institutions.

12—Louisiana State University, University, Louisiana. Graduate School of Public Welfare Administration.

FELLOWSHIPS 1942-43

A limited number of fellowships are awarded by the Graduate School of Public Welfare Administration. Applications for fellowships for the fall semester should be made prior to April 1, 1942

13—Louisville, University of, Louisville, Ky. Graduate Division of Social Administration.

SCHOLARSHIPS 1942-43

A limited number of tuition scholarships are available to qualified graduate students.

The Harriet Anderson tuition scholarship, half-loan and half-gift, is offered by the Kentucky Chapter of A.A.S.W.

One or more other scholarships are occasionally made available on a joint-placement basis by Louisville social agencies.

14—Loyola University, Chicago, Ill. School of Social Work.

SCHOLARSHIPS 1942-43

Five partial scholarships established in the School of Social Work by the Alumnae Association of Loyola University are available to graduate students. Three scholarships provide \$250 and two provide \$125. The President's scholarship, offered each year, provides \$400 to a graduate of Loyola University College of Arts and Sciences.

15—Montreal School of Social Work, 3600 University Street, Montreal, Canada.

SCHOLARSHIPS AND BURSARIES

The Alumni Bursary of \$50 per annum is offered by the Alumni of the School and a Bursary of \$60 per annum by the Local Council of Jewish Women. Applications should be addressed to the Director at the School.

REDUCED FEES AND FREE TUITION

By special arrangement a limited number of well-equipped students, nominated by certain local agencies and prepared to accept positions in Montreal upon graduation, may be accepted on half fees.

The School offers free tuition in the Diploma Course to two suitably prepared men or women graduates of McGill University. Candidates should be prepared to accept positions in local social agencies at the conclusion of the training period.

16—National Catholic School of Social Service, Washington, D. C.

FELLOWSHIPS AND SCHOLARSHIPS 1942-43

Seven full fellowships, ten part fellowships, and seven scholarships may be awarded.

Candidates are nominated by patrons who have created the endowments. Eligibility usually requires residence in the Diocese of the sponsor or membership in the sponsoring organization. A limited number are designated by the School Administration.

FULL FELLOWSHIP (ENDOWED)

Full fellowships offer both tuition (\$300 annually) and maintenance (\$500 annually).

1. The Queen Isabella Foundation, Daughters of Isabella (2). \$800.
2. Hartford Fellowship, Diocesan Council of Catholic Women, Hartford, Connecticut (1).* \$800.

PART FELLOWSHIPS (ENDOWED)

Part fellowships offer amounts varying from \$300 to \$500 annually.

1. Mary Gess Schrembs Fellowship, Diocesan Council of Catholic Women, Cleveland, Ohio (1).
2. Anna Clarke Hanna Fellowship, Archdiocesan Council of Catholic Women, San Francisco, California (1).
3. Christine Parrott Donohue Fellowship, Mr. Joseph Donohue, San Francisco, California (1).
4. Hines Fellowship, Mrs. Loretto Hines, Chicago, Illinois (1).
5. Teresa Molamphy Fellowship, Pittsburgh Diocesan Council of Catholic Women, Pittsburgh, Pennsylvania (1).†
6. Florence Bain Seymour Fellowship, sponsored by the League of Catholic Women of Detroit, Michigan (1). Contingent on disposition of sponsors.

ANNUAL FELLOWSHIPS

Annual fellowships provide all or part of tuition (\$300) and/or maintenance (\$500) for one year.

1. Sacred Heart Alumnae Scholarship, The Associated Alumnae of Sacred Heart Convents, Kansas City, Missouri (1). \$300.†
2. Bishop Noll Fellowship, Fort Wayne Diocesan Council of Catholic Women, Fort Wayne, Indiana (1). \$500.*
3. Glennon Fellowship, Archdiocesan Council of Catholic Women, St. Louis, Missouri (1). Amount to be decided at time of award.
4. Rt. Rev. Francis J. Haas Fellowship, Archdiocesan Council of Catholic Women, Milwaukee, Wisconsin (1). Amount to be decided at time of award.†
5. Young Ladies Institute Fellowship. Young Ladies Institute on the Pacific Coast (1). \$800.
6. LeBlond Fellowship, Mrs. R. K. LeBlond, Archdiocese of Cincinnati, Ohio (1). \$800.
7. Most Rev. John J. Cantwell, D.D., Archdiocese of Los Angeles, California (1).* \$800.
8. Most Rev. Francis J. L. Beckman Fellowship, Dubuque Archdiocesan Council of Catholic Women, Dubuque, Iowa (1). Amount and terms to be decided at time of award.
9. Catholic Charities and St. Vincent de Paul Society, Diocese of Syracuse, New York (1).* \$800.

SCHOLARSHIPS

Scholarships provide tuition (\$300) only.

1. Catholic Charities, Archdiocese of New York (1).*
2. Washington Auxiliary, National Catholic School of Social Service (2). \$150 grant—\$150 loan.
3. Catholic Daughters of America, Court District of Columbia No. 212 (1). \$300.

† Scholarship granted as a loan to be repaid either in whole or in part after graduation.

* Contingent on renomination of present holder.

4. Committee of Twenty-Five, Washington, D. C., (1). \$300.†

5. Overseas Division, National Council of Catholic Women (1). \$300.†*

6. a'Kempis Club of New Jersey (3). \$300.†*

All candidates for scholarships or fellowships must be approved by the Admissions Committee of the School.

Scholarships and fellowships are granted on the basis of a competitive examination.

All candidates must hold the Bachelor's degree from a college of recognized standing.

Candidates must be not less than twenty-one nor more than thirty-five years of age.

Applications for fellowships or scholarships must be submitted before *April 1, 1942*.

All communications should be addressed to the Director, National Catholic School of Social Service, 2400 Nineteenth Street, N.W., Washington, D. C.

17—Nebraska, University of, Lincoln, Nebr. Graduate School of Social Work.

SCHOLARSHIPS, ASSISTANTSHIPS, LOANS, 1942-43

Regent's Scholarship. One Regent's scholarship for each Nebraska college or university, carrying complete tuition for one year, open to graduates of Nebraska colleges wishing to enter any department of the University. Application should be filed with the President of the institution from which the student is graduating.

Mortar Board Scholarship. One Mortar Board scholarship of \$150 for a graduate woman. Apply to the Dean of the Graduate College, Social Science Building 102. Free tuition is given by the University.

Edith and Grace Abbott Scholarships. One of \$100 and free tuition first semester; one of \$100 and free tuition, second semester. These two scholarships and other gifts are made possible by the Nebraska Chapter of the American Association of Social Workers, and are awarded without regard to race, creed, or residence, to eligible graduate students who wish to enter the profession of social work.

Graduate Scholarship in Social Work. One or more scholarships of not less than two hundred fifty dollars each plus free tuition will be awarded for the academic year of 1942-43 to students of outstanding promise who, without such assistance, would be unable to undertake graduate study.

Graduate Assistantship in Social Work. At least one graduate assistantship, of an amount commensurate with the quality and quantity of service the student is able to render, is available in the Graduate School of Social Work for a student of demonstrated competence who is unable to continue graduate study without such assistance.

Further information and application forms may be secured from the Director of the School except as specified above. Scholarships will be awarded not later than *April 1, 1942*.

18—Ohio State University, Columbus, Ohio, School of Social Administration, Graduate Program.

SCHOLARSHIPS 1942-43

Prospective students in Social Administration are eligible to apply for fellowships and scholarships offered by the Graduate School of the University.

Funds for loans without interest are available.

Under certain conditions nonresident fees of \$156 per academic year are waived for a limited number of graduate students.

Robert G. Paterson Scholarship, \$300 and tuition.

Charles C. Stillman Scholarship, \$100 and tuition.
School of Social Administration (anonymous) Scholarship, \$90 and tuition. (Penology.)

Each of the following scholarships yields \$60 and tuition:

Franklin H. Patterson Memorial Scholarship.

Mrs. Charles B. Manning Scholarship.

M. R. Bissell, Jr., Scholarship

School of Social Administration Associates, Inc., Scholarship.

Erdis G. Robinson Scholarship.

Community Chests and Councils, Inc., Scholarship.

School of Social Administration (anonymous) Scholarships (2).

19—Pennsylvania School of Social Work, Affiliated with the University of Pennsylvania, 311 So. Juniper Street, Philadelphia, Pa.

FELLOWSHIPS AND SCHOLARSHIPS 1942-43

The Pennsylvania School of Social Work announces that five first-year tuition scholarships will be available for students entering in the coming school year. A number of second-year fellowships and a tuition scholarship for work in the Advanced Curriculum will also be awarded in cooperation with social agencies of Philadelphia, offering special educational opportunities in specialized fields.

Both scholarships and fellowships are available only for applicants who have completed a full four-year course in an accredited college or university, and fellowships will be awarded only to persons who have successfully completed at least one year of graduate, professional education, including the substantial equivalent of the first year of the Graduate Course at the Pennsylvania School.

Applications for scholarships and fellowships should be received not later than *May 1, 1942*.

Loan funds administered by the Alumni Association of the School and the Rachel Pflaum Memorial Committee, are available to a limited number of students

20—Pittsburgh, University of, Pittsburgh, Pa. School of Applied Social Sciences.

FELLOWSHIPS AND SCHOLARSHIPS 1942-43

Through the cooperation of field instruction centers, the Buhl Foundation and the University Trustees, a limited number of fellowships and part tuition scholarships, ranging from small amounts up to a few Buhl fellowships at \$800 a year, are available. The Buhl Public Welfare and Group Work fellowships are designed for persons of some experience in the field who are in a position to return after completion of work.

Assignments are made on the basis of merit and the financial needs of successful applicants.

Inquiries should be addressed to the office of the Dean not later than *April 1, 1942*.

21—Simmons College School of Social Work, 18 Somerset Street, Boston, Mass.

SCHOLARSHIPS AND LOANS 1942-43

A limited number of residence scholarships are available for qualified students in the second year of work in the psychiatric social work field.

Tuition loans are available.

22—Smith College School for Social Work, North- ampton, Mass.

SCHOLARSHIPS 1942-43

Several \$450 and \$500 scholarships, twenty-six internships paying all maintenance expenses, and

eight \$100 tuition scholarships are available for students in the second and fourth sessions. Applications should be sent to the director before *April 15, 1942*.

23—Southern California, University of, Graduate School of Social Work, Los Angeles, Calif.

SCHOLARSHIPS 1942-43

A few general service scholarships have been set aside for graduate students who are enrolled as candidates for advanced degrees and who are carrying full-time graduate work of the first or second year. The scholarships are available only to graduates of The University of Southern California, cover tuition (not including fees) for one academic year only, and call for service return to the University in the form of clerical or other assistance. These scholarships are awarded on the basis of high scholastic records and need of financial assistance. For further information and for application forms address the Secretary, Committee on Scholarships and Student Aid, the University of Southern California. All applications must be in the hands of the committee not later than *July 1, 1942*.

24—Toronto, University of, Toronto, Canada. School of Social Work.

A limited number of small scholarships and bursaries are available for qualified graduate students. These are described in the calendar of the Department. Application may be made upon special forms provided. Awards are announced after the autumn term has commenced.

25—Tulane University, New Orleans, La. School of Social Work.

SCHOLARSHIPS 1942-43

A limited number of free tuition scholarships available to qualified graduate students. Applications close *April 1, 1942*.

26—Washington, University of, Seattle, Wash. Graduate School of Social Work.

SCHOLARSHIPS AND ASSISTANTSHIPS 1942-43

Three graduate assistantships are open to students who assist in the Graduate School of Social Work. Remuneration is complete tuition exemption and \$15 a month. Applications are received directly by the Graduate School of Social Work from students who have had at least two quarters of professional training at a recognized school of social work.

The Arlien Johnson Scholarship of \$150 including complete tuition exemption is awarded annually to a beginning student in the Graduate School of Social Work on the basis of scholarship and need. Applications should be made directly to the chairman of the Scholarship Committee of the Graduate School of Social Work.

FELLOWSHIPS

Three fellowships with the Family Society of Seattle are available to advanced students. The holders of these fellowships devote an equal part of their time to the agency and to their professional studies. These fellowships provide monthly stipends of approximately \$60 per student including complete tuition exemption and continue until he has completed the requirements for the degree. Applications should be made to the

chairman of the Scholarship Committee of the Graduate School of Social Work.

One fellowship with the Washington Children's Home Society is available to an advanced student. The holder of this fellowship devotes an equal part of his time to the agency and to his professional studies. This fellowship provides a monthly stipend of approximately \$60 including complete tuition exemption, and continues until the student has completed the requirements for the degree. Application should be made directly to the chairman of the Scholarship Committee of the Graduate School of Social Work.

Two work-study fellowships for men and women are available at Ryther Child Center, Seattle. These fellowships are of one or two years' duration, pay \$35 per month and full maintenance. Service is given the Center by the student through work on the House Staff, with the privilege of staff participation. Applications should be made directly to the Graduate School of Social Work.

Sarah Loretta Denny Fellowships—Three fellowships are open to graduate students in any department of the University. Application should be made to the Graduate School, 101 Parrington Hall.

LOAN FUNDS

The Mildred E. Buck Loan Fund is available for small loans to students. Applications should be made to the Graduate School of Social Work. Loans are determined by scholarship, financial need, and prospective placement in a position. Terms are individual.

The Leona M. Hickman Student Loan Fund is available for male residents (one year) of King County Washington, over 21 years of age. Period of loan is determined individually. Applications should be made to Donald Stewart, Department of Sociology, University of Washington, or to the Trustee, the People's National Bank of Washington, 1414 Fourth Avenue, Seattle.

The American Association of Social Workers, Puget Sound Group, Washington Chapter, Education Loan Fund is available to members, men or women. Applications should be made to the Education Loan Fund Committee, Miss Patricia Kane, Chairman, Catholic Charities, 907 Terry, Seattle.

27—Western Reserve University, Cleveland, O. School of Applied Social Sciences.

FELLOWSHIPS, SCHOLARSHIPS, GRANTS-IN-AID AND LOAN FUNDS, 1942-43

Grants-in-aid are provided by Cleveland and Akron social agencies in Family Case Work, Child Welfare and Group Work, in amounts from \$150 to \$500 a year. They do not include tuition and the maximum is not sufficient to cover all expenses.

Grants-in-aid varying from \$150 to \$500 a year are also available to students in Home Economics, except for the last six months of the second year. A small loan fund is maintained by the Home Economics Committee of the Institute of Family Service.

Loan scholarships, limited in number, may be made available by Cleveland social agencies to students in Family Case Work, Child Welfare and Group Work.

Maintenance, covering room and board only, for students in Group Work and Child Welfare is available in settlements and some of the children's institutions.

Fellowships in Medical Social Work are maintained by the Social Service Department of the University Hospitals. First-year students who do not reside in Cleveland are eligible in the second semester for maintenance fellowships which provide a single room and meals in the residences of the University Hospitals. Second year students are eligible for fellowships varying in amount from \$250 to \$500 a year.

Loans are available in Medical Social Work from a fund established by the Eastern Central District of the American Association of Medical Social Workers, after satisfactory completion of the first semester of the first year. A loan fund has also been established by the Social Service Department of the University Hospitals.

Commonwealth Fund Fellowships are available in limited amounts to students specializing in Psychiatric Social Work.

Loans to meet emergencies which jeopardize continuance of work in the School may be obtained from a loan fund maintained by the Alumni Association.

All grants, loans, and fellowships are awarded on the basis of need after financial investigation.

Applications for the ensuing university year must be made well in advance of date on which admission is desired.

28—William and Mary, College of; Richmond School of Social Work, Richmond, Va.

Fellowships varying from \$100 to \$250 are offered each year to college graduates. One-half of each fellowship is a working scholarship and the balance is a loan repayable after the student has completed the one year or the two year social work course.

The number of fellowships offered each year and the amounts involved vary with the qualifications and needs of the applicants.

II. OTHER SCHOLARSHIPS

1—Wayne University, Detroit, Mich. School of Public Affairs and Social Work.

SCHOLARSHIPS AND FELLOWSHIPS 1942-43

Graduate students are eligible to apply for the general scholarships and loan funds open to all students in the University. In addition, 28 fellowships and student stipends have been provided by local and state agencies. These range from maintenance fellowships to those offering from \$25 to \$115 a month and lasting from five to twelve months. Applications for such fellowships must be made not later than May 1, 1942. A more detailed description of application procedure is found in the School catalog.

FROM THE HAWAII CHAPTER

On December 8th the Executive Secretary cabled Jacqueline Perry, chairman of the Hawaii Chapter and in response received the following letter from Miss Perry under the date of December 18th:

Your cable, coming as it did in the middle of a most busy week for all of us here, was indeed deeply appreciated by the Hawaii Chapter of AASW. I am glad to be able to report that all the members of this chapter are all right.

We have had no time to meet together since the outbreak of the war but I can assure you that all members of whom I know, regularly employed or not, have been working diligently these past ten days and have been rendering real service to the community. Under the Civilian Defense organization which began to function as soon as hostilities opened there have been niches for all desirous of giving their services.

Although we are living in a city which operates on a wartime basis, I believe that from the beginning one would have had to look very far to find evidences among the civilian population of any hysteria. Groups of all nationality origins are working together as one.

Thank you for your thoughts of us.

NATIONAL NOMINATING COMMITTEE

In accordance with the bylaw revision adopted at the 1941 Delegate Conference,

Elizabeth H. Dexter, District 8, has been elected chairman of the Nominating Committee. The bylaws provide for the election of the chairman by the membership of the Nominating Committee, the slate to be made up of the three members who are serving the last year of their term. Chapters have already been sent the forms to be used in submitting their suggestions for candidates for Association officers, National Board members and members of the National Nominating Committee and have been asked to return them by March 23, 1942. It can be expected that the committee will meet shortly after that date.

Terms of the several members of the committee were determined by lot drawn by the Executive Committee as follows:

Terms expiring in 1942 Representing District

Elizabeth Dexter	8
Arlie Johnson	1
Margaret Yates	2

Terms expiring in 1943

Rebecca Boyle	5
Kathryn Goodwin	3
Elizabeth Rice	9

Terms expiring in 1944

Joseph Anderson	7
C. William Chilman	6
Wilma Walker	4